



BOARD OF SUPERVISORS COUNTY OF MADERA

MADERA COUNTY GOVERNMENT CENTER
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MEMBERS OF THE BOARD

FRANK BIGELOW
DAVID ROGERS
RONN DOMINICI
MAX RODRIGUEZ
TOM WHEELER

TANNA G. BOYD, Chief Clerk of the Board

File No: 11030

Date: June 21, 2011

In the Matter of FURLOUGH PROGRAM FOR FISCAL YEAR 2011-2012, HUMAN
RESOURCES DEPARTMENT,

1. Consideration of approval to continue the County's Furlough Program,
for Fiscal Year 2011-2012.
APPROVE
2. Consideration of approval to adopt the Furlough Schedule, for Fiscal
Year 2011-2012.
**APPROVE THE FURLOUGH SCHEDULE WITH AMENDMENTS AS
DISCUSSED**
3. Consideration of approval to adopt the Sideletters of Agreement with
various Bargaining Units regarding the Furlough Program, for Fiscal
Year 2011-2012.
APPROVE

Upon motion of Supervisor Wheeler, seconded by Supervisor Rogers, it
is ordered that the attached be and it is hereby adopted as shown. It is further ordered to
approve the Furlough Schedule with amendments as discussed. Supervisor
Frank Bigelow votes NO.

I hereby certify that the above order was adopted by the following vote, to wit:

AYES:	Supervisors Rogers, Dominici, Rodriguez and Wheeler.
NOES:	Supervisor Bigelow.
ABSTAIN:	None.
ABSENT:	None.

Distribution:

All Departments (via Human Resources)
Granicus

ATTEST: TANNA G. BOYD, CLERK
BOARD OF SUPERVISORS

By *Tanna G. Boyd*
Deputy Clerk II

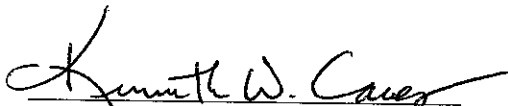
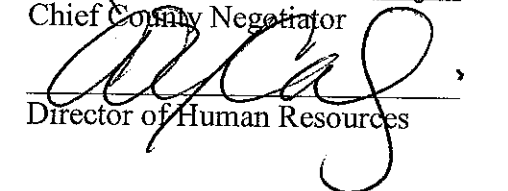
**SIDELETTER OF AGREEMENT
BY AND BETWEEN THE
COUNTY OF MADERA
AND THE
MID-MANAGEMENT ASSOCIATION OF MADERA COUNTY (MAMC)**

The parties have met and conferred regarding the impact of furloughs, and hereby agree to the following:


- 1) The furlough program initially approved by the Board of Supervisors on June 8, 2010 shall continue through June 30, 2012 with:
One (1) furlough day (8 hours) two (2) times per month (24 days per year) equivalent of 192 hours annually, for all non-safety employees in all County departments with the exception of Behavioral Health, Child Support, Community Action Agency, Public Health, Roads, Special Districts, Code Enforcement, Solid Waste and Social Services; unless exempted by the Board of Supervisors.
- 2) There shall be a temporary waiver of the 360 hour vacation cap for those employees who are subject to the furlough program, and any excess hours beyond the cap shall be used within a specified time period which will be determined after the discontinuance of the furlough program.
- 3) Throughout the duration of the furlough program, the COUNTY will continue reporting the employees' full salary to CalPERS for retirement purposes and that all other existing employee benefits will not be reduced *as a result of the furloughs described herein* without first meeting and conferring with MAMC.
- 4) Should the financial condition of the County improve to the point that the furlough program may be suspended prior to June 30, 2012; the County will provide at least two weeks' notice to MAMC of the change.
- 5) Should the financial condition of the County deteriorate to the point that additional furlough days may be considered, the COUNTY will notice MAMC of the need to continue the furlough program beyond June 30, 2012, and will meet and confer over the impact of such continuation.

Agreed this 8th day of June, 2011.

COUNTY OF MADERA:


Chief County Negotiator

Director of Human Resources

MID-MANAGEMENT ASSOCIATION OF
MADERA COUNTY (MAMC):


President